

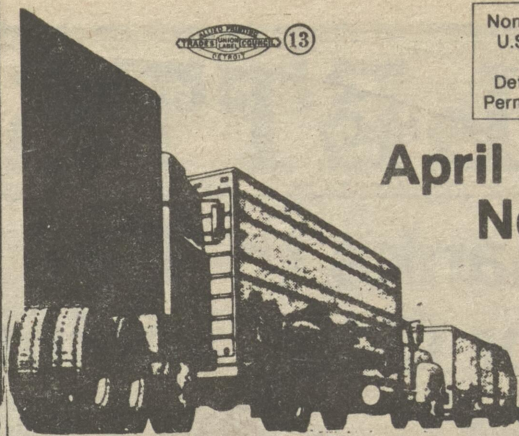
CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

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TDU PANELISTS ADDRESS SENATE LABOR COMMITTEE on March 15. Left to right: Attorney Arthur Fox, Local 337 Secretary-Treasurer Jerry Bliss, and Local 478 CF driver Frank Greco. All three testified in support of the Labor Management Racketeering Act.

TDU Testifies For Labor Reform Act

On March 15, 1983, TDU testified in support of the Labor-Management Racketeering Act of 1983 before the Labor Committee of the U.S. Senate. The anti-racketeering law would make it illegal to keep a union official or management labor-relations person or pension fund officer on the payroll after conviction for certain crimes, including theft of union funds, taking payoffs to sell out the members, bribery, and murder.

Current law allows such persons to stay in power, sometimes for years, while going through the appeals process.

TDU members were invited to testify on the legislation a month after a false story appeared in the Detroit Local 337 News wrongly claiming that TDU was the target of an investigation by the Senate. This same bogus story was reprinted and circulated at union expense in the Upstate New York Teamster, the Missouri Teamster, and numerous other areas.

Jerry Bliss, who is the elected Secretary-Treasurer of Local 337, testified on behalf of TDU and told the Senators he agreed with AFL-CIO President Lane Kirkland who had previously testified that "Union office is a calling, not a business," and that "We feel that union officers have to be held to the highest standards of conduct, not just the standards of the marketplace. Any officer who abuses the trust of the membership should not be permitted to stay in power."

Senator Nickles was surprised to learn that when Bliss won the number two position in the large local, the salary was cut from \$68,528 a year to \$500 a month, and that the man he defeated, the son of IBT Vice President Robert Holmes, was appointed an International Organizer. It was because of the growth of TDU in the big Michigan local that the bogus investigation story appeared, with the 337 election coming up later this year.

(continued on page 3)

Hourly Pay Could Go to \$9

New Carhaul Sellout Could Cut Wages 25%

The National Joint Arbitration Committee for the carhaul contract met in Hollywood, Florida, on February 8-10, 1983. They weren't there just to play in the sun. They had work to do. Dirty work.

The results are the worst attack ever on the carhaul contract and its wage structure.

First, the running-mile method of pay was approved for use in the Central and Southern Area. It's an unprecedented half-rate—half-rate deal. It amounts to about a 25% wage cut for the drivers forced to run it. And it's likely to spread like cancer.

Second, new entry level and transfer wages rates have been established for yard employees nationally. For "new business" the rates can be as low as \$6.50 per hour. For new hires at Teamster carhaul yards wages will start at \$9.00 per hour. And for transfers into the yard from other carhaul classifications, \$10.50 per hour with no catchup provision.

For details on these sellouts and how carhaulers are fighting back see page 11.

\$.33 Was Due

Entire COL Diverted

It's official. The entire cost-of-living money for the year, due on April 1 in the National Master Freight Agreement, will be diverted to the health and welfare funds. The COL money is 33c per hour (and .825c per mile), but you won't see any of it.

A March 3 letter signed by both Roy Williams and Arthur Bunte (Employers' chairman) states: "The Supplemental Negotiating Committees shall allocate 33c per hour and 8.25 mills per mile between the Pension and Health and Welfare Funds..." It is expected that in the major funds that virtually all will go to the H&W funds.

There are a few things to note about this unprecedented situation.

1) This will not just affect the NMFA. This same diversion will occur on May 1 for UPS Teamsters, June 1 for carhaulers, later in the year for tank line drivers, and in addition many other contracts which follow this pattern as well.

2) This 33c will undoubtedly be translated into \$13.20 per week (40 x 33c = \$13.20) for the benefit plans. But in the trucking industry the average work week is over 40 hours. Thus if the 33c had gone into the paychecks, the employers would have had to pay it on more hours, and at time-and-a-half (49.5c) after 40 hours.

So the diversion is money in the employers' pockets.

3) Roy Williams, in negotiating the contracts last year, promised that they would maintain Teamsters' standard of living, and preserve the COL clause.

In fact, he negotiated a 25c wage cut taken off the top, a 37 month wage freeze, and a bogus COL clause which pays nothing.

4) The contracts stated that by January 1, 1983, the various welfare funds were supposed to inform the union and the employers how much they would need to maintain and protect the members' benefits.

Once this information was clear, then the proper amount would be allocated from the COLA raise to insure maintenance of benefits. If the amount needed exceeded the COLA, (in this case, if it exceeded 33c), it was the employer's responsibility to make up the difference.

But lo and behold, it turned out that they simply allocated exactly 33c, so the employer has no difference to make up. Quite a coincidence, isn't it?

In the future contracts, after this experience, Teamsters would be well-advised to return to the union tradition of employer paid health and welfare benefits, and a cost of living clause to help offset the impact of inflation.

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LETTERS

Thanks to TDU Lawyer For Outstanding Work

Dear TDU,

I would like to extend to Mr. Joseph Keffer, TDU Counsel, Washington, D.C., my personal thanks for a job well done in conjunction with my recent NLRB case against Carolina Freight Carriers, Baltimore, Md.

Mr. Keffer provided enormous help by taking the initial affidavits and advising us to no end, with the much needed research and legal jargon, to get the case to the NLRB without further delay.

All during the pre-trial as well as the trial days, this man was constantly in touch with us, affording us as much needed information as he could acquire, through his many research techniques.

Even though he was not able to represent us totally, he did stay in touch with the NLRB lawyer constantly, and on a lot of occasions was in the office up to 10:00 p.m. at night and also at times, even on Saturday and Sunday.

During the trial, Mr. Keffer showed up early and stayed late, never trying to be in a hurry to depart, even though

Concern over Life Insurance

Dear TDU,

I am concerned about our life insurance. I would like to know why we will lose the life insurance after retirement.

I think that either we should get part of it or should continue to be paid for after our retirement.

Fraternally,

Sylvester Robinson
Local 592
Richmond, Va.

TDU Should Work For More Safety

Dear TDU,

TDU should work to get company compliance with all safety regulations, both health and vehicular, and work for stiffer fines for non-compliance. Also, we should get more detailed inspections. Another priority is reducing the road driver's work week from 70 hours to at least 50 hours, which is long overdue.

Fraternally,

James Dickerson
Local 557
White Hall, Md.

there were other matters that demanded his attention.

Even though the decision has not been rendered, and we are not sure how the decision will affect us, I am definitely glad that I was able to join TDU and meet a person like Mr. Keffer.

Being the road steward at Carolina Freight, Baltimore, Md., and a member of Local 557, TDU has been an enormous help in my bid to give the road drivers as much help as possible, when it comes to their rights.

TDU, keep up the good work, and I sincerely hope that you can acquire a few more Joe Keffers.

Fraternally,

Louis C. Reuter
Local 557
Baltimore, Md.

Open the Company Books?

Dear TDU,

In my 30 years in the Teamsters Union there were remarks made a good many times about looking at the books of certain companies pertaining to their poverty plea. But I never could pin it down that it took place. Can anybody show the contrary? I think it needs to be more widely used if it's a fact.

(Editor's Note: The NLRB has ruled that if a company "pleads poverty", it must provide information about its profits to the union during contract bargaining. This ruling was made in NLRB v. Truitt Mfg. Co., 351 U.S. 149, 38 LRRM 2042 (1956).)

These court decisions you win and put in the paper are a very good sign of positive actions. No doubt some take money and time to bear fruit and seemingly some that are hanging by the neck can't seem to figure out who's buttering their bread.

My local was giving watches for some years for certain number of years in the union. They wouldn't even set foot in a union meeting. No doubt there are a lot of you people that have some more negatives than this in the last 20 years and are still fighting.

Maybe some will see the Messiah yet.

Fraternally,

James Henderson
Local 208 ret.
No. Hollywood, Cal.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

Sees Much Being Done

Dear TDU,

I did not renew my membership last year with TDU. Mostly because I did not see much progress being made through it. I now regret not renewing my membership; the last several months I have seen very much being done.

Please accept my apology. I would

like to renew it. Could you send me the necessary papers to join again?

Fraternally,

Chuck Ellison
Local 24
Canal-Fulton, OH

Log All Work Time 'On Duty'

Dear TDU,

As far as road drivers go, I believe that all time spent working should be logged as on duty. A person should not be put "out of service", on the off duty line, for any reason, lunches included. I think a person is on duty, and should be on duty, from the time he starts at point "A" until he reaches point "B."

Fraternally,

R.A. Wellman
Local 20
Toledo, OH

Help with Bad Locals?

Dear TDU,

TDU should give more explicit information on combatting do-nothing Locals and delegates who seem to put off grievances and postpone panel hearings. It seems these delegates are more concerned about the bosses having to pay for the panel hearings! Our Local 807 in New York has fallen into this pattern! We need to know what definite steps to take!

Fraternally,

William J. Turlis
Local 807
Staten Island, NY

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1982 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Jerry Bliss, Local 337
Mike Friedman, Local 407
Konstantine Petros, Local 20

Mike Belzer, Local 705

Tom Bernard, Local 435
Charlie Brown, Local 585
Cliff Coonley, Local 600
Fran Griffith, Local 436
Bob Kinnunen, Local 705
Jan Sunoo, Local 278

Alternates:

Clifton McDonald, Local 557
Mike Johnston, Local 679
Allen Ebert, Local 773

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Advice on How to Fight Them

Overloads Have a Cost in Jobs, Too

By Charles Hennessey

Everyday thousands of illegally overloaded tractor-trailer combinations accelerate the destruction of our highways and bridges. The bridges, overpasses, crumbling concrete and asphalt slabs can all be repaired with modern technology.

But overloads also cost thousands of families their livelihood. That is not so easily cured. Look closely at this aspect of overloads. It will take insight and sensitivity.

The largest common carrier in America runs overloads as a matter of policy. According to a dispatcher for Consolidated Freightways, more than 20% of all loads leaving terminals in the Midwest are overloaded by 2,000 lbs. or more.

Two hundred loads per day with an extra board of 100 men and the loss of work is staggering. The net effect is that 40 trailers (20%) are loaded with excess freight totaling 120,000 lbs. If forced to comply with legal standards, the excess weight would have provided three extra loads per day.

Not "Make Work"

This is no "make work" program, but rather, proper utilization of available manpower. In our example, we would have three loads more per day, 20 more per week, more than 1,000 per year. Clearly some of the many dues-paying unemployed drivers would have to be called back to work.

Demanding that local, state and federal laws be complied with would help hundreds of drivers return to work at major carriers, thousands nationwide. We can see that pulling overloads, even just 2,000 lbs. over, is

not "harmless."

But taking a stand on this issue against your employer is not without risk. He has financial leverage, and often has closer ties to your union than you do. He may threaten, warn or even discharge you, and fellow drivers will see your discipline as a warning to do as they are told. Be prepared for their cowardice—it is too strong in an economy where 11% are unemployed. The point is to organize before you confront your employer.

To neutralize the employers' advantages, several important steps should be taken. Collect all pertinent documents dealing with the area you will be challenging. The relevant contract, local rider, and all company memos, especially those which propose that they do not want you to break the law.

Oftentimes your company will have a binder or book that is just for the

inspectors. It will prove valuable for making copies of company policy that will serve you when and if you must file a grievance or NLRB charge.

Other Important Documents

Additionally there are other important documents to have: TDU's Legal Rights Handbook, the BMCS Regulations, and such documents as may be available on particular issues such as the Frank Fitzsimmons memo dated March 13, 1975, dealing with overloads (TDU has copies).

In finding that I was illegally discharged (and ordering reinstatement with back pay) for refusing to drive an overloaded tanker, the NLRB stated in part "... Hennessey had reasonable cause to believe that he was being asked to violate Illinois weight laws. His refusal to violate state law, was, presumptively, collective concerted activity."

Further, the Board found "the Fitzsimmons memo evinces a collective interest in strict compliance with state load restrictions for reasons of safety, and the PROD literature implicitly seeks to enlist drivers to enforce the principles set forth in the Banyard decision for the mutual protection of drivers generally."

Thus the Board found that I was not acting just as an individual in refusing an overload, because these documents showed it involved enforcing state laws, union policy, and that I was acting with other PROD-TDU members.

You and your co-workers may choose either passivity or active enforcement of our laws and contracts, but the materials mentioned above should be read first, and posted on your drivers' bulletin board. Choose for yourself. The next driver laid off might be you. The time to get started is now.

Report Details Truck Accidents

Latest federal reports show that large trucks are a major contributor to the carnage on our nation's highways and that significant numbers of trucks travel the highways with serious defects.

The Department of Transportation's Large Truck Accident Causation Study estimates that an average of 44 accidents involving large trucks occur every hour each day of the year and 1 out of every 9 persons killed on the nation's highways is the victim of a large truck accident. In 1979, this resulted in 5,799 fatalities, of which 1,131 victims occupied the trucks. This study reveals that large trucks had twice the fatal accident rate per mile

travelled as did passenger cars.

In 1980-81, 34% of the vehicles examined by the Bureau of Motor Carrier Safety contained defects serious enough to require removal from operation. Sixty-two percent of the vehicles removed contained defective brakes.

Federal reports do not attempt to calculate how many accidents are caused in whole or in part by driver fatigue, overwork, or falling asleep at the wheel. But there is considerable evidence that these are major factors.

As Tommy Brice, a 21-year driver with Roadway Express, put it: "It is a well known fact that drivers on departure time bid runs and on call-

time extra board runs have a much better safe driving record than drivers on a 24 hour call-in basis at just any time of the day. There is no possible way drivers can function like trucks and be ready at the turn of a key 24 hours a day. (Even trucks break down.)"

Most drivers concerned with safety feel that these are the steps that should be taken: 1) better truck design, 2) enforcement of the contract and safety regulations by the union grievance procedure and by informed drivers, 3) contract language (and/or DOT regulations) to improve dispatch procedures and to discourage the employer push for excessive hours.

TDU Testifies in D.C.

(continued from page 1)

TDUer Frank Greco of Edison, N.J. Local 478 testified on the problems of corruption in New Jersey locals. "The unholy alliance between labor and management must be broken up," he said, "it is crooked management that pays off crooked union officials. It is not just small companies. Local 560's ex-president Nunzio Provenzano's conviction was based on accepting payoffs from some of the largest trucking companies in the country."

Officials Look the Other Way

He continued, "Union officials look the other way when the companies violate the contract and company officials look the other way when corrupt union officials mismanage the jointly-controlled pension and welfare funds."

Attorney Arthur Fox testified on the

anti-racketeering act and called for improvements in the Landrum-Griffith Act to guarantee fair union elections, and for the right to vote for International officers. Fox also detailed the inadequacy of Labor Department enforcement of election rights.

Bliss made TDU's position clear that Teamster members are not just counting on the Congress. "If we have democracy, we will get rid of most of the problems ourselves without outside agencies being dragged into it," and also that "the best way to clean up corruption is to have an active membership." Bliss noted that he and other reform delegates at the 1981 IBT Convention made constructive proposals, which the hierarchy shouted down.

Hierarchy Opposes Law

The Act, Senate Bill 336, stands a

good chance to pass the Senate and a companion bill has been introduced in the House. It has the support of the AFL-CIO representing most unions except the Teamsters, and bi-partisan support as well. Almost alone in opposing the bill is the Teamster hierarchy. Ray Schoessling stated earlier in opposition to the bill that union officials are for the most part honest and there are just a few rotten apples in the barrel.

Teamster officials have also been busy lobbying at the White House. *Business Week* magazine of March 14 quoted an administration official as saying that as a result of "intense pressure from the Teamsters" that "you can say it has become a low-priority item."

"Wouldn't it be better to have our officials working this hard for legislation to help our unemployed members, instead of a handful of convicted officials," Frank Greco stated.

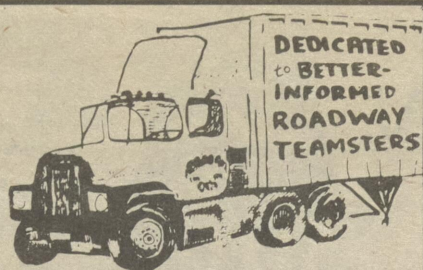
In the TDU testimony, Bliss agreed

he was proud to be a union officer and that "Our support in no way implies we think these corrupt officials are the rule. They are the exception. But they have great power in some parts of our union." He also stated the small number of rotten apples have risen to the top of the barrel.

S.336, if passed into law, 1) would bar persons convicted of certain serious crimes (not such things as violating picket line injunctions) from holding any union office or benefit fund position, 2) this prohibition would be upon conviction, rather than after lengthy appeals, and 3) would increase the time period for which persons convicted of the specified crimes would be barred from returning to power, in appointed or elected positions.

Teamster members who want to support this legislation should write their U.S. Senators and U.S. Representatives urging their support of S.336, the Labor Management Racketeering Act.

Roadway Newsline



Campaign Against Production Harassment Continues. Well over a thousand Roadway dock and city workers have already signed TDU petitions in support of a grievance to end the use of Roadway's system of production discipline and harassment. The campaign was initiated after TDU obtained a set of company documents and charts which clearly demonstrated that Roadway was using production standards as the basis for discipline in blatant violation of Article 20 of the National Master Freight Agreement. Copies of these documents are available from TDU for \$2, and a "legal brief" outlining the arguments in support of the grievance is available for \$1.

Support for the campaign has been strong across the country, from Adelanto to Tannersville, Chattanooga, Akron, Toledo, Chicago Heights, St. Louis, Shreveport, and many other barns. Roadway Teamsters across the country will be filing grievances starting March 21, at which time a letter will be sent to IBT President Roy Williams demanding quick action on the problem.

Flexible Work Week in the Twin Cities? Roadway Teamsters in St. Paul, Minn. Local 120 report that Roadway may once again be moving to introduce the "split work week" at its Twin Cities terminal. Roadway had proposed it to the approximately 100 dock and city employees late last Fall, but opposition was so strong then that they backed off from the idea. Now rumors are flying that the company will soon start trying to sell the idea in small group meetings of the employees. Sentiment against the flex is still running very strong. Local 120 Teamsters believe Roadway may be intending to transform Twin Cities into a major breakbulk serving the company's new Northwest operations. Currently Northwest freight is shipped from Rock Island or Omaha, or by rail from Chicago.

The Chosen Few in Chicago Heights. In recent weeks, TDU has received copies of a very interesting memo regarding so-called "Chosen Few" reports at Roadway's Chicago Heights terminal. The "Chosen Few" are dock employees targeted each day by the supervisors to monitor for production. Supervisors are instructed to keep watch over these employees for seven hours. Every day a new group is selected for monitoring.

The "Chosen Few" report is not to be confused with another production report, the "Employee Evaluation Report," which is filled out after an employee turns in a poor day's performance. "I would rather the employee not see us filling this report out," says the memo. TDUers at Chicago Heights report that the company had been engaged in a campaign of counseling on the dock directed against the bottom 10% producers, but stopped that practice after Local 710 complained. Now apparently Roadway is back at its old tricks, with only the bottom producer under pressure. Roadway Teamsters are circulating petitions against production harassment in Chicago Heights.

Pressure is on at Roadway's Akron, Oh. Terminal. TDU member Denny Goodson reports that conditions are bad at Roadway's Copley terminal outside Akron, Oh. Among the problems: Roadway denies breaks to city employees on overtime, while permitting them for dock and yard workers; switchers are being followed and spied upon from behind trailers by management; performance logs are constantly being changed which results in increased employee errors and more excuses to issue warning letters. In addition, even when employees win their jobs back at the grievance procedure, they often lose all their back pay. Akron Teamsters are fighting back by circulating a petition, which got 80 signatures, demanding that stewards be present during counseling sessions, and by circulating TDU petitions against production harassment.

Freight Meeting in Chattanooga? Some months ago we reported that approximately 25 Roadway Teamsters met with Local 515 Pres. Bobby Logan demanding that the union more effectively represent the members against Roadway. Among their requests was that Logan reinstate the freight craft meeting to give freight Teamsters a better opportunity to deal with their problems. Logan assured the men that the meetings would soon be reinstated. So far nothing has been done. What's the story, Bobby?

5% Could Lose Jobs

Ryder and PIE to Merge

International Utilities will integrate the operations of **Ryder** and **PIE** into one carrier to be called **Ryder-PIE Nationwide**. It will be a \$1 billion a year carrier, along with Roadway, CF, and Yellow. IU also owns Helms Express.

Management has said only 5% of employees will lose their jobs in the merger, scheduled for July. But,

reports indicate some 100 terminals will be eliminated so more Teamsters might be out of work. There are an estimated 16,000 Teamsters involved.

Some locals will be very hard-hit, including Akron Local 24, which will lose the PIE break-bulk terminal to Allentown pa. (Allentown, conveniently, is part of the Central Pa. supplement, lowest in the nation).

Ohio Drivers File Suit on H&W Cuts

On February 26, a class action lawsuit was filed in federal court against the Trustees of the Ohio Highway Drivers Welfare Fund, the Ohio Conference of Teamsters, and Jackie Presser, by members of Cincinnati Local 100 and other concerned Teamsters around the state.

The suit is one of several moves being made by Ohio Teamsters, including TDU members, to regain full health and welfare benefits that were drastically cut for Teamsters covered by the Ohio Fund last August 1.

The suit makes several charges:

1) that in the Master Freight Agreement and in the contract letter from Roy Williams, promises were made that benefits would be maintained.

2) that cutting the Ohio benefits is a form of discrimination against Ohio Teamsters.

3) that the union and employer trustees did not use "prudent judgment," failed to study alternatives to the cuts in coverage, and did not deal with their problems as well as other Funds have done.

4) that Jackie Presser has a conflict of interest, in that he wants to maintain the Ohio Fund as his personal little kingdom, and forces contracts and riders signed by the Ohio Conference to stick members with its lesser coverage rather than assigning coverage to the Central States H&W Fund.

Real Problems

In addition to the obvious problems created by Presser and Co., there are real problems as well. The union has lost members and therefore the proportion of retirees has risen, causing some squeeze on the funds. And rising medical costs affect all welfare plans as well. These problems are severe in Ohio.

Currently Presser and Co. are blaming Blue Cross for their problems and a letter recently was sent out to Ohio Teamsters saying that Blue Cross involvement would be ended. But the

Fund is so poorly managed that in the letter they announced that even if your company is fully paid up, you and/or hospitals may receive letters holding back payments due to timing problems.

Rank and File Anger

Rank and file anger led to the recent lawsuit. The lawsuit has an uphill fight and could take a long time to go through the courts, so fortunately other things are being initiated to press for changes.

At the March meeting of the Toledo Local 20 Stewards Council meeting, a motion was introduced to have Local 20 go on record in favor of transferring affected members into the Central States Fund. A petition is being circulated among the Ohio tank line drivers to demand the rider be switched before it is finalized.

In Cincinnati, UPS Teamsters are being switched out of the Fund, and into a UPS company fund. While going to a company-sponsored plan is not necessarily desirable, it does show that members can get out of the mismanaged Ohio Fund. And this is possible even though UPSers are covered by a national contract which doesn't expire for two more years.

Increase in Funds

The Ohio Fund claimed it lost \$10 million in the first five months of 1982, making the big cuts necessary. But on April 1 the Fund will get a big increase in contributions, as the NMFA cost-of-living money starts flowing into the Fund. Later, other contracts will pour the same increase into the Fund. Whether this will lead to a restoration of benefits remains to be seen.

TDU in Ohio is committed to continuing this fight to win the health coverage that Teamsters and our families are entitled to. Jackie Presser made \$353,000 off our dues in 1981 alone. Nothing but our determined organizing will turn this millionaire around. But we can do it and we intend to.

Local 705 Gives Lasham Staggered Work Week

Local 705 once more revealed its inability or desire to defend its members or their contract when Sec.-Treas. Louis F. Peick allowed Lasham Cartage, a subsidiary of the multi-million dollar Transway corporation, to begin working a staggered week.

At a meeting on this same concession last November this outrageous rider was given a resounding voice vote defeat by the Lasham drivers. At that time the Lasham steward gave Dan Liguoris, recording secretary of 705 and the Lasham drivers' BA, praise for taking the stand of opposing the request of Lasham for a secret ballot vote.

It seems that Dan felt that this tactic was unfair to his loyal drivers. But when his loyal drivers recently refused to accept this contract-breaking concession, Dan changed his mind about what's fair. He then allowed this billion-dollar conglomerate two months

to assault his union drivers with the type of propaganda that's being used by all union-busting companies.

After the drivers had been brainwashed by Lasham/Transway, Dan "No Secret Ballot" Liguoris allowed Lasham to begin mailing ballots to drivers for the secret vote. The most outspoken of the drivers opposed to the concessions has been rewarded by being put on a five day schedule that includes both Saturday and Sunday, each workday starting at 1:00 p.m. What a great reward for 18 years of service to one company and over 20 years membership in the union that is supposed to defend its members.

Look out Chicago ... when "Lecherous Louie" and "Dangerous Dan" are through with their sellouts there'll be no scabs in Chicago because the union driver will be the lowest paid man on the street.

Bob Reilly
Chicago Local 705

Union Concessions, Non-union Raises Branch Shifting

Work to Scabs

Branch Motor Express, which has extracted heavy concessions from its union employees in the last year, appears to be diverting significant amounts of work to its North Carolina-based non-union operations.

If the allegations made by company drivers are true, then Branch is clearly violating Article 32 of the National Master Freight Agreement. That article prohibits the diversion of work away from union employees.

Moreover, Branch's actions make a mockery of promises made by Roy Williams and other union officials that job-saving language in the 1982 contract was a fair trade for the massive monetary and benefit concessions.

Branch opened its two non-union divisions in Charlotte, N.C., in January, 1981. The **Rebel** division hired owner-operators with their own tractor-trailer combinations. **Nomad** hired drivers with tractors who pull company boxes.

When it opened, the Charlotte office employed a single office person. Dispatching was handled by Branch's SCD headquarters in Reading, Pa., and with the exception of payroll and logs, all the paper work was done in Reading as well.

Over the last two years, the two non-union outfits have grown significantly. Some 30 drivers are currently on board with Rebel and Nomad, and many others have been hired to carry just one or two loads.

Non-union Wage Hike

Meanwhile, Branch has gotten major concessions from its union employees. In March, 1982, the company won a 15% across-the-board pay cut, in many locations with union backing.

These concessions were rescinded in November, 1982, at which time a voluntary pay cut plan went into effect. Every employee was asked to "donate" whatever he or she wanted, roughly from 5% to 15% of wages. The savings is said to be close to \$500,000 a year.

But Branch employees are beginning to wonder if this money is being used

to save the company—or rather to finance the expansion of the non-union operation. It didn't go over well when, shortly after the voluntary union concessions last December, non-union employees received an \$85 a week raise.

Drivers also contend that non-union employees are doing their work. For one thing, Nomad drivers come directly into the Special Commodity terminals and hook up to company trailers.

Switch from Union Division

For another, some drivers are switching from the union SCD to the non-union divisions without changing their work. One driver domiciled out of Pittsburgh Local 800 was hired as a union employee but refused to sign a dues authorization card. He told the SCD office that he just didn't want to join the union. But he kept on working.

When Local 800 learned that no dues were being deducted from his paycheck they were furious. But eventually a compromise was reached whereby the driver remained non-union, and the company agreed to pay his union pension and health and welfare payments.

With the non-union divisions expanding, many union Branch drivers, both in special and general commodities, aren't working or are laid off. Branch is fighting unemployment claims, leaving many drivers to sit home and wait for calls rather than formally laying them off.

Article 32 states that no work currently being done by the collective bargaining unit "will be subcontracted, transferred, leased, assigned or conveyed in whole or in part" by the employer to "any other plant, person or non-unit employees." The article also states explicitly that the employers cannot create subsidiary companies to do work covered by the NMFA.

Hollow Claims

When Roy Williams wrote the membership urging a yes vote on the contract last year, he said: "We have tightened up the successorship and



subcontracting provisions to give us more protection against so-called 'double breast' operations and other schemes to evade the contract."

From the view of the Branch drivers, these provisions are about as tight as strands of overcooked spaghetti. And the union is doing nothing to enforce them.

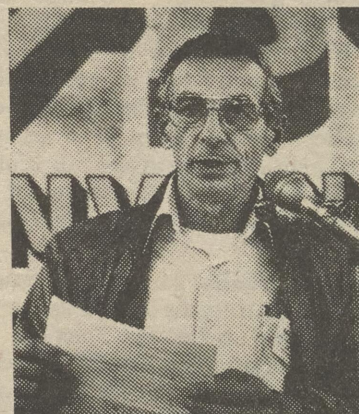
The problem is not confined to Branch. It is rumored that PIE will close its unionized All-States special commodity division, and shift the work to a scab outfit. Consolidated Freightways is opening up three regional shorthaul divisions—will they be union? Leaseway Express has already opened a non-union, owner-operator LTL division, which the union is

half-heartedly trying to control.

Eliminating the problem of non-union competition is critical to the fate of the IBT. In recent years, the union has made few significant organizing efforts. Now employers under contract are creating new non-union competitors which are driving wages down. And these non-union operations are being financed right out of the wallets of good union workers, who made good faith sacrifices to keep their companies afloat.

All of this has to stop, and TDU will help anyone who wants to fight. Branch drivers are planning to file grievances under Article 32. If you want to get involved in this or similar efforts, contact TDU.

JOIN TDU!



"This month I had the opportunity to testify before the U.S. Senate Subcommittee on Labor on organized crime in our union. It's been documented time and again and we feel it in our contracts and representation.

"People like yourself who want our union to be truly a rank and file organization are in TDU. So why are you standing still and dreaming of miraculous cures? They are not coming. We are the only game in town — so join us and help out."

—Frank Greco, Local 478, Edison, N.J.

Membership Application Teamsters for a Democratic Union

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

(Optional) How did you receive this newspaper? _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Officers' Severance Pay

St. Louis Bylaws Vote Set

Members of Local 600 will vote on April 17 on the following one-sentence addition to their Local Union bylaws: "No severance payment in any amount shall be paid to officers, or agents and employees when leaving their positions."

It was introduced in January by McLean steward Ken Manley and a number of other members, and supported by TDU Chapter 600 also. TDU Chairman Cliff Coonley, steward at OK Trucking, issued an informational bulletin containing salaries and expenses of officers in recent years, and asked: "Do our officers really deserve severance pay after receiving salaries like this?" The published salary figures apparently alerted more than a few members to the need for the proposed change to insure outgoing



Cliff Coonley, Local 600, St. Louis officers do not take the union treasury with them.

TDU Chapter 600 will be meeting one week after the union meeting, on Saturday April 23, to discuss other important issues facing St. Louis Teamsters.

The Steward's Corner

Basic Principles of Grievance Procedure

The Steward's Corner is a column for stewards and all concerned Teamsters. Topics of educational value will be presented. Last month we covered the meaning and use of past practices. If you have any suggestions or questions to be answered, please submit them for consideration.

Stewards should be the watchdogs of the workplace, and all Teamsters should be their assistants and helpers. The major tool in this process is the **grievance**.

It is important that members be positively encouraged to know how to file grievances, and to file them whenever necessary to defend the contract, past practices, and safety and health standards. Some BAs say that stewards should never "solicit" grievances. This is pure hogwash. One of a steward's most important jobs is to encourage members to become involved in defending union conditions, including filing grievances.

Get the materials you need. Stewards should obtain and make readily available grievance forms. You have a right to them. If they are unavailable, use a plain piece of paper as a last resort.

You also have a right to a copy of your contract, and any supplements, riders, letters of understanding, etc. If you cannot get them, contact TDU.

Write concise grievances. Basically, you need to include only three things on the grievance form: 1) What the complaint is, 2) the date of the incident and 3) what remedy you seek. As a general rule, it is usually better to keep documentation, names of witnesses, and so on, off the grievance form, but **do** put them in writing separately, as part of the evidence the union will use to support your grievance.

Example: "John Smith was sent home by his supervisor, Joe Jones, at 3:00 p.m., on Monday, March 28, 1983, for insubordination. Smith called Jones a "%*%\$#" . This was unjust because Jones had called Smith a

"%*%\$#" just five minutes before this happened and Mary Brown heard the whole thing." Better to write this more briefly as follows: "John Smith disciplined without just cause on Monday, March 28, 1983. It is requested that Smith be made whole every way."

Time Limits. Almost all contracts have specific time limits, such as you must file a grievance within 10 days of the incident, or some other limit. Know the limit in your contract, and inform others. Note that most contracts also have a time limit that binds management and prevents them from disciplining someone after a certain number of days have passed since the incident occurred or they learned of it. Hold them to it to have untimely discipline thrown out.

Don't blow your cool. Don't mix up more than one problem on a single grievance. Stick to the point. Use objective language, no name calling. Better to say "Joe Blow was suspended without just cause" rather than "You people acted unfairly when you suspended Joe Blow."

Who can file a grievance? Any member of the bargaining unit can file a grievance. Also, people have a right to file **group grievances**, with more than one name on it. Also the **union** can file a grievance, sometimes called a "blanket grievance." On important issues that affect a number of members, it's a good idea to file group grievances, it will help build unity and support. Also, the union can file on any policy matter. Suppose a casual worker is not being paid the full scale, but doesn't dare file a grievance out of fear. The union (steward) can and should file it.

Contract articles on the grievance. Many Teamster locals have a space on the grievance form for "article of contract violated." Be careful to avoid mistakes. If there is any doubt, check with the BA, or leave it blank. The union has a duty to help prosecute grievances, including selecting the strongest contract clauses to use in the case at hand.

Collect evidence. Take down notes, talk to witnesses and get statements, jot down quotes from the supervisor while they're fresh in your mind, get trailer numbers or whatever you need. Ideally, evidence should be compiled with the steward, BA and grievant working together. In some states it is perfectly legal to tape record conversations (with a supervisor, etc.). Some grievance panels require statements from witnesses to be notarized. These are some examples of things that stewards and active unionists should be aware of. It is a good idea for stewards and active members to keep a notebook to regularly put notes in. Be aware of the "5Ws" as you take notes: who, what, where, when & why.

The union has a right to access to management information (such as attendance records, etc.) needed to prosecute a grievance. Management refusal to cooperate constitutes an Unfair Labor Practice (NLRB matter).

Also, avoid giving evidence to management. Do not make comments that can be used against you, or another union member. Members



"...and now for step seven in our grievance procedure!"

should be cautioned against ever signing statements that management requests which could possibly be used against a fellow union member.

Follow through on a grievance. You have a right to attend grievance hearings and present evidence and witnesses. Stewards should make sure members are kept informed of the progress of grievances, and what happens in the procedure.

These are most of the basic principles of writing and filing grievances that Teamsters should be aware of. All stewards should make sure members in their unit learn this kind of information and make use of it.

U.S. Air Workers Fight For Better Contract

At the February 16 unit meeting of Local 732 in Pittsburgh, U.S. Air employees got to see their Secretary-Treasurer William Genoese in action. It was a rare treat.

Local 732 represents some 1200 fleet service employees of U.S. Air in Pittsburgh, Boston, Buffalo and Philadelphia. The union's headquarters are in New York City. So the members don't get to see Genoese all that often. In fact, in Pittsburgh, they haven't even had a Business Agent for over a year, let alone contact with top officials.

The February 16 meeting was to consider proposals for improvements in the U.S. Air contract, which is "amendable" under the Railway Labor Act (which covers U.S. Air employees) in July.

U.S. Air employees in Pittsburgh are fed up with Local 732's lack of internal democracy and representation. So they organized in advance to demonstrate their displeasure to Genoese.

It is customary that when Genoese attends a meeting, after he is introduced, the members give him a round of applause. But this time, after the introduction Genoese was met with absolute silence.

"This is Russia!"

Immediately after giving Genoese the silent treatment, a motion was introduced to take a vote of confidence in the leadership. Anticipating the outcome, Genoese ignored it.

Then the members got into contract proposals. Numerous issues were raised,

but Genoese ignored some and ruled others out of order. At last one member was moved to shout: "What is this, Russia?"

To the shock of everyone there, Genoese replied: "Yeah, this is Russia, you're going to do what we tell you to do, not what you want to."

Obviously, the meeting did not make much progress in preparing for the contract negotiations. So a few U.S. Air employees who are members of TDU began organizing.

With the help of the TDU office in Detroit, a petition was drawn up demanding greater rank and file involvement in negotiations, with regular reports to the membership. Also, it was demanded that stewards be democratically elected by the membership.

One key contract demand is vastly improved medical coverage, including eye care, prescription coverage and coverage for dependents of part-timers. Another is reduction in the time needed to reach top scale pay. Currently, employees start at \$7.86 and it takes ten years to reach top scale of \$14.15.

Petitions are being circulated and an "open house" type meeting for Pittsburgh U.S. Air employees is scheduled for March 25, to meet with representatives of TDU. U.S. Air employees from other domiciles are encouraged to get involved in the contract organizing effort by calling TDU in Detroit at (313) 842-2600. Petitions will be presented to Genoese when they are filled out.

Keep the Rank & File Informed!

For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles. Just \$3 for 10, \$4 for 20, \$5 for 50, and \$9 for 100. Remember, knowledge is power, and **Convoy Dispatch** is the only reliable source of Teamster news.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Warehouse ☐ Other _____

Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

Unemployed March on D.C.

By Mel Packer
Local 800, Pittsburgh

On March 15, 1983, more than 2,500 unemployed workers gathered in Washington D.C. to protest the lack of action by Congress to solve the problems of the unemployed. They came primarily from the East Coast and Midwest but some came from as far as California.

They represented a cross section of the American people, with most backing coming from organized labor along with healthy representation from minority communities, seniors and youth groups.

They fanned out in teams of 10 to 15 people to lobby their representatives for legislation to create jobs, extend unemployed benefits, and stop mortgage foreclosures and rent evictions for the unemployed.

First they gathered at 11 a.m. for a rally on the steps of the Capitol, with speeches from religious leaders, labor leaders, Congressmen, and mainly from the unemployed themselves. The high point came when members of the Mon Valley Unemployed Committee, a Pittsburgh area organization, staged a 15-minute play in which Ronald and Nancy Reagan lost the White House in a sheriff's sale after Reagan was laid off and left without benefits by John and Mary Q. Public.

The rally and lobbying were sponsored by the National Unemployed Network, which had been called together by the Mon Valley Unem-

ployed Committee and the Philadelphia Unemployment Project. Both of these committees have been in existence for some time and claim thousands of members and supporters, with laid off unionists the major force.

As March 15 approached, many union locals and regional labor bodies officially endorsed the event and many unions were generous with money and resources.

Teamsters Absent

With rare exceptions, however, the Teamsters Union was absent from those aiding the struggle of the unemployed. In direct contrast to many other unions, the IBT pushes unemployed members out on withdrawal. Only a few locals maintain hiring halls and some of those are not very effective.

The vast wealth and resources of our International Union are not used to help set up food banks, job banks, counseling services, or actions like the March 15 rally. In fact the only aid project sponsored by the International that this writer knows of is the creation of the Roy Williams Defense Fund. And he's not even unemployed (yet).

Locals Can Get Involved

Teamsters for a Democratic Union officially endorsed the March 15 lobby, as did Local 407 in Cleveland. And some Teamster locals seem to be getting started in both aiding and involving the unemployed members. This is a positive development and I

would encourage members to bring this movement to more local unions.

Many steel worker locals in the Pittsburgh area, for example, have been involved and the idea is spreading.

There are now union-influenced unemployed committees organizing in over 30 cities. The movement is still in its infancy but it has the potential, with union backing, to receive the energy and spirit that workers felt in the 1930s when thousands marched, when unions grew, and some of the best legislation ever written became law in response to this labor movement.

Contrary to the rhetoric of Ronald Reagan, the depression is not over. The rate of unemployment among Teamsters is catastrophic, and it is time our union locals realize they should serve the unemployed as well as the employed Teamsters.

Without a rank and file movement—TDU—laid-off Teamsters will continue to be unionists without a union. You might make the difference. Join TDU today and help make our union a

fighting union, for the employed and the unemployed too.

(For information on organizing unemployed committees, write to Mon Valley Unemployed Committee, 600 Walnut St., McKeesport, Penn. 15132).



Convey-Dispatch photo by Bob Gumpert

Teamster Locals Aid Laid-off Members

A good example of how Teamster locals can both serve and involve unemployed workers can be found in the recent activities of **Cleveland Local 407**.

Local 407 initiated a holiday food distribution program last Thanksgiving. Food was collected from Teamster-organized merchants, government free food distribution programs, and other concerned local companies. For example, Stouffers donated frozen dinners, and Fazio's warehouse provided canned goods.

In addition, a dance was held with the price of admission a donation of canned goods, raffles were organized and members of the Executive Board made donations.

Unemployed workers were informed of the Thanksgiving distribution by collecting lists of unemployed workers from stewards, doing mailings to the employees of closed down companies, and other advertising.

Some 500 people picked up big baskets of food around Thanksgiving. This whole process was repeated around Christmas, with participation up to about 700.

Local 407 did not want just to provide food for the unemployed, though. It wanted to involve them in constructive local activities as well. So out of the food distribution efforts, a list of about 1,000 unemployed Local 407 members was compiled. Then

these laid off workers were invited to an organizing meeting for a Rank and File Organizing Committee.

About 150 to 200 members came to the meeting in early February, where the movie *The Inheritance* (a history of the labor movement) was shown, and information was provided about local service agencies which can assist the unemployed. The members were also invited to join up with the new Rank and File Organizing Committee, and many did.

Now members are submitting leads on good places to organize, and initial efforts have begun. Unemployed workers can feel as though the union can do things for them—and they can

be of service to the local.

St. Louis Local 600

St. Louis Local 600 has a rank and file committee, HOPE (Help Our People Endure), which is raising money and food stuffs to help Teamster families out of work. HOPE helps with mortgage bills, medical bills, and mortgage payments and has distributed food. The organization has also distributed donuts on picket lines.

HOPE is a rank and file effort, supported by the Local Union. It is open to any member to join and participate in its monthly meetings.

Other Teamster locals may do well

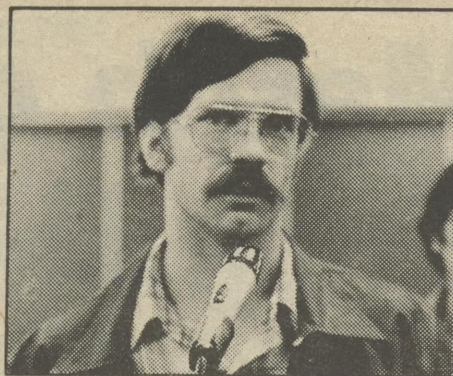
to consider this kind of activity, especially developing 'food banks' as some other unions are doing, to regularly buy up surplus food, dented can shipments, etc. so that help is not just an occasional matter. This food bank program was the initial basis of much of the Mon Valley Committee's efforts.

Also, by helping unemployed Teamsters, locals can show that the union does care about members not working. And can begin to involve those members in picket lines, in organizing, and in strengthening the union. Our unemployed brothers and sisters need a union too. And the union needs the unemployed.



TDU West Coast Office Begins Outreach Efforts

The new Western Conference office of TDU has begun operations with an initial travel schedule to meet with Teamsters in the Western States. Initial meetings were held in March in California, and on March 18-19, in Phoenix, Arizona. A trip to Oregon and Washington is planned for mid-April. The Cannery Workers Organizing Project is also moving forward, with a Board meeting set for April with participants from four major cannery and food processing locals involved so



Mike Johnston, TDU West Coast Organizer
far. Newly-hired organizer Mike Johnston has been kept very busy. Teamsters interested in contacting the office can do so at TDU, Box 8548, San Jose, Cal. 95155. Or call (408) 971-1035.

TDU MEETINGS

BC/Yukon Area TDU
Thursday, April 7—7:30 pm
Rio Hall, 3325 Kingsway

BC/Yukon Area TDU
Thursday, May 5—7:30 pm
Rio Hall, 3325 Kingsway

Columbia, S. Carolina Teamsters
Saturday, April 9—10 am
American Legion Post 90 Hall
Rt. 215 & South Congaree

Detroit Metro TDU
Spring Party & Dance
Saturday, April 16—8 pm
Our Lady Gate of Heaven Church Hall
W. Chicago at St. Marys
(between Southfield & Greenfield)

Eastern Pa. Regional TDU
Sunday, April 10—1:30 pm
General Washington Motor Lodge
Rt. 202 and Pa. Turnpike
King of Prussia, Pa.

Local 273 Teamsters
Saturday, March 26—1:30 pm
Holiday Inn, Butler, Pa.
One mile south of Butler on Route 8

Pittsburgh U.S. Air Teamsters
Friday, March 25—11 am to 7 pm
Airport Hotel
Greater Pittsburgh Int'l. Airport

Marion Indiana TDU Meeting
Sunday, April 24, 10 a.m.
Marion Inn (formerly Holiday Inn)
on Route 9, North end of Marion, Ind.

St. Louis Local 600 TDU
Saturday, April 23—10 am
Amvets Post 88
On Broadway, 1 block N. of Bittner

St. Louis Local 688 TDU
Saturday, April 23—2 pm
Amvets Post 88
On Broadway, 1 block N. of Bittner

St. Louis UPS
Saturday, March 26—1 pm
Ben Franklin Motel
4645 N. Lindbergh
(just north of I-70, near the airport)

San Francisco/Bay Area Chapter TDU
Sunday, April 17—10 am
Tom Lovely's Restaurant
336 Grand Ave., Oakland

Watsonville Area TDU
Sunday, April 24—5 pm
Clinica de la Rasa, Watsonville

Boulder UPSers: No Work Meetings on Non-Work Time

Recently UPS management in Boulder, Col. decided that we needed to "talk and clear the air" about recent events—increased production pressure, disciplinary action for stop counts, etc. They set up a breakfast meeting (one of their favorite ploys) at one of the local restaurants. The following is the response that was handed to them on the morning of the scheduled breakfast:

4 March 1983

UPS Management Boulder Preload

We, the undersigned, respectfully decline your invitation to discuss work-related matters on our own time, and without pay.

As bargaining-unit employees, we value the contract under which we work and do not wish to jeopardize that contract by entering into "extra-contract" agreements of this sort. For us to do otherwise would be to undermine the foundation upon which our employment depends.

While it is not the job of the workers to solve the problems of management, we nevertheless recognize that these problems do, in the course of operations, arise. How the company responds to its challenges is its own concern; specific problems of the workers and questions of contract interpretation must be, and will be addressed through the only recognized means of resolving such differences: the grievance procedure.

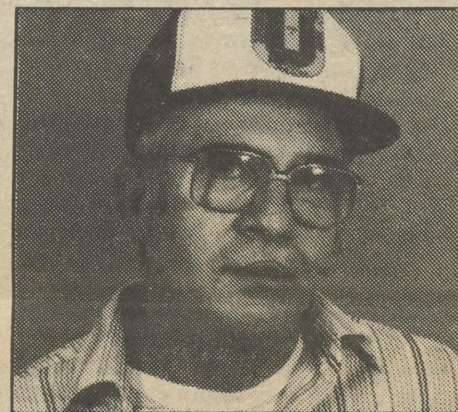
This concerted, united action is neither personal nor to be understood to effect a work stoppage, slowdown, or walkout. Should this work-related business be rescheduled to occur, in accordance with our bargaining agreement, on company time and with due compensation, we would, of course, fulfill our duties under the provisions of the contract.

Employees
Boulder Preload

TDU Facts Upset Indiana Company

"TDU must be pretty important to have the company respond like this," was the way one Hi-Way Dispatch driver put it. Two issues of a new TDU Newsletter in this part of Local 135 have created quite a bit of interest, and have also caused a response by one employer—Hi-Way Dispatch—to be sent to every employee. "By choosing to attack TDU, they are in effect endorsing the present leadership. I can see why," reports a steward for the drivers.

The new newsletter presented a factual report on several grievances, both the positive and negative results, and also facts on one company's operations. The carrier tried to dispute



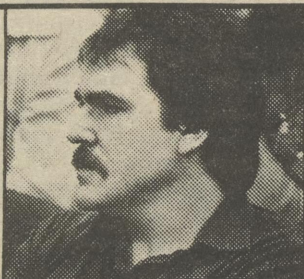
Marion Standifer, Local 135

the facts, but fell flat, since the TDU Newsletter got its info from Dun & Bradstreet sources. A number of Teamsters have joined TDU in the area, and more are doing so. A meeting is planned for April 24.

A Rank & File Opinion Column

As I See It...

By Dominick Buscemi
Road Driver, Local 773
Allentown, Pa.



Before we make any significant gains in getting people active in a reform movement, I think we are going to have to get certain points across.

We are going to have to consider the union officers to be our voice, not only concerning Company policies, but, more importantly, Government policies—which are obviously not being made in the best interest of the Middle Class working person.

We have to consider the way the government is treating, not just the present working force (in just about every middle class occupational field), but also how benefits are being taken away from those who are retired, living on fixed incomes, that can barely afford the necessities.

But our present bureaucratic union leadership has become as far removed from the problems that confront the people who they are

supposed to be representing as the government has. And so they are not representing our best interests.

Standard of Living Falling

I want to know why I, as a working person, cannot look forward to some financial security when I retire; why it is possible for an illness to deplete everything a man worked to attain; yet it is possible for me to be able to afford to pay taxes to cover the billions, yes, billions, of dollars in cost overrun expenses paid to government defense contractors.

Why are we selling technology to other countries that are, in turn, using this technology against us? Could it be that the people who control the technology are controlling the country? Are they one of the powers using the threat of moving this technology to another country, to reinforce their grip on ours?

It is almost as if the people in power have so many material possessions and luxuries that the only thing left for their money to buy is power. Their wealth is measured by how much control they have over other people to the point where they actually control the people.

They realize, however, that the people are the real power, and their insecurity is heightened by the fact that the people might find that out some day and unite. (Now I am not a communist—I am an American who wants to exercise his right to be favorably considered in government decisions whenever possible or given a credible why.)

When I talk to other working people, like myself, I find that they are experiencing the same problems.

Labor Leaders Should Lead Fight

The question arises: why don't those guys who are in a position to get us either some results or some explanations start communicating with each other and try? Why aren't our labor leaders meeting to discuss mutual labor problems and pushing for programs to benefit the working person and insure for the future of our children and for our own future, independent financial security.

We have to realize that now is the time for them to start communicating and stop using us as pawns to see which one is the most powerful. The real power is in unity and numbers. They should be using the threat of nationwide work stoppages, one day a month, to force a corporate-controlled government to consider the needs of the people that it is supposed to be representing, instead of repressing. I think that the threat of something like that happening would get us some say about how our country's policies will affect our lives.

If the threat does not convince someone, then one or two one-day strikes will probably be all it takes to show that we are serious.

This is what our labor leaders should be coordinating; but they're not. Instead they seem to be helping the corporations work us into submission. They should be organizing the working people to lobby for legislation that ensures our standard of living now and future financial security and independence for ourselves and future generations. A country's government should be measured by its responsiveness to people's needs, not by its ability to condition people to be responsive to a computer's demands.

UPS 'Driver Release' Program Expanding

"Driver Release Delivery" (DRD) is becoming more widespread. This is the approach. First, there are many morning meetings. Then a film and sets of written DRD procedures. Finally, there are a series of rides and the driver becomes 'certified'.

The package drivers at the San Mateo California Center were **less than enthusiastic** about driver release. They were concerned about the loss of Teamster jobs with drivers doing 25-30% more deliveries per day, more burnout and injury due to larger daily work loads, and driver liability in the event of loss or damage.

UPS management was determined to teach the 30 or so drivers from San Mateo, reluctant about DRD, a lesson. There was an impassioned speech and then the 'riot act' was read to the drivers. The regional manager told them that if they thought they were going to stop driver release, that they were wrong—that UPS wants it and that they may find themselves on the street facing 20% unemployment if they tried to fight it.

To the amazement of the drivers, 30 supervisors appeared one day to ride with the reluctant drivers in San Mateo. All but three drivers had supervisors riding with them and some for as long as two weeks. These supervisors were brought in at great expense from throughout the area.

Additional Problems

In an article in *The Brown Dog News*, Feb., 1983, published by the Joint Council 7 UPS Stewards Council in Oakland/San Francisco area, two additional problems with DRD are pointed out.

First, drivers are frequently confused by different instructions for the same situation. One driver was told to release every apartment building on his route, even though the instructions specifically state that any building with a common entrance for multiple dwellings does not qualify for DRD procedure. Another driver was initially told by a center manager to release

only the upstairs of a three unit building. A week later a division manager told the same driver that none of the three units in that particular building could be released.

As a result of such discrepancies, drivers are finding themselves uncertain of proper procedures, even after instruction, and are concerned about their own liability in the event of a loss. Drivers who encounter conflicting orders from UPS managers should question the change in procedure and document the discrepancies (carry a notebook with you at all times), including supervisor's name, date, and address.

Drivers should then notify both their steward and the superior of the management person giving the questionable instruction. If the discrepancy is not resolved, the BA should be notified immediately. With increased likelihood of error due to DRD, UPS will have more ways to discipline people. So, don't be shy about collecting evidence to defend yourself.

Burglars' Employment Plans

Second, shippers are losing an important feature of UPS's service. UPS can no longer unconditionally guarantee a signature, proof of delivery, or three delivery attempts to a shipper. Consequently, UPS faces the very real possibility of loss of customers, and for drivers and others, the subsequent loss of jobs, as firms discover their products are simply being left behind flower pots on front porches. Some might very well decide to ship with another shipper as the DRD could become the Burglars' Full Employment Program.

You should demand that your local get written assurance that no driver under DRD will be responsible for loss of a parcel. To date, the best protection lies in the National Master Agreement which provides that "Employees shall not be charged for loss or damage unless clear proof of gross negligence is shown."

Next Day Air Fight in Seattle

In the Fall of 1982 UPS introduced Next Day Air Service to Seattle as well as to many other places in the country. This new work was unloaded and transported from the plane to the surrounding hubs and/or centers by newly hired part-timers whom UPS designated as "shuttle drivers". There is no such contract classification. Article 22, Section 1, of the National Master Contract states that "No part-time employee shall drive except: (a) when no fulltime employee or combination fulltime employee is on the premises, (b) to avoid delay in the work."

Local 174 feeder drivers immediately protested to UPS and the Union that the feeder drivers, as a past practice for over 12 years, had transported all air freight to and from the planes and the hubs. New hires cannot gain seniority during peak season, so this matter slid by until January 29, 1983 when a feeder driver committee met

with newly elected Local 174 Secretary-Treasurer, Wayne Tripplett, and veteran BA, Rod Mendenhall. It was a productive meeting.

In late February, after considerable balking by UPS, **seniority part-timers** from the hub replaced the new hire shuttle drivers, with the understanding that feeder drivers still would lay claim to the work if and when increased volume justified it. The displaced new hires went to the bottom of the seniority list as they rightfully should have.

Feeder drivers were happy to see the new Local 174 administration continue to enforce seniority rights and hopefully, after Next Day Air service becomes more established, a favorable ruling will move the work to the feeder drivers where it belongs.

By Ronald Schick
14-year Feeder Driver
Local 174, Seattle, Wash.

Hang UPS

News of UPS Workers

Weight Limit at US Post Office Up to 70 Pounds.

On February 27, 1983 the U.S. Postal Service raised the weight limit on packages it will deliver from 40 pounds to 70 pounds. Rumor has it that UPS will be doing the same thing. With driver release pushing drivers to do 25-30% more deliveries and with this possible increased weight limit, the job is going to get tougher than ever. Now is the time to start working by the book and to ask the union to back you up in determining a reasonable work pace. We just won't be able to work with 70 pound packages at the same rate as before and it is silly for us to try. We are paid by the hour, not the unit. Those with industrial city routes take heed!

Workers Asked to Volunteer Break Time to UPS.

Not only is UPS working employees long and mandatory overtime hours, but now they want us to work on break times, too. The Saginaw, Mich. UPS Center has initiated "claim and safety committees" in which employees are requested to volunteer their break time to discuss respective items and procedures for presentation to the AM captive audience meetings.

Fortunately only a handful have volunteered and the number is dwindling as employees realize that if UPS really cared about these things that they would pay us to do it on company time.

UPS Forced to Stop Using Part-time Teamsters for Supervision.

Due to support from Teamster leadership in UPS locals represented in Joint Council 37 (Oregon), UPS was forced to end its "Teamster supervisor program" (which used part-time UPS Teamsters to supervise and discipline fellow part-timers). An agreement to eliminate the program was reached at the JC 37 UPS regional grievance panel.

Rumors that Incentive Plan Will Be Introduced More Widely.

TDU is hearing rumors from around the country that the incentive plan is going to be introduced in new areas in the not-too-distant future. Beware! UPS always has one thing in mind, PROFIT, not your working conditions.

Talk to your workmates and your local and prepare them to fight the introduction of incentive in your area. From information gathered in a TDU survey, UPSers indicate that the company continually increases the standard, making it harder to get off early even though it might be possible to do so in the early stages when the plan is first being introduced. Watch **Convoy-Dispatch** for information on the incentive plan at UPS.

Part-timers Don't Have Full UPS Health and Welfare Rights.

In addition to wanting high turnover in the part-time work force, UPS has an additional incentive to hire fulltime college students who are living at home and covered by their parents' insurance. In the Atlantic, Central, and Southern Conference Supplements, part-timers are covered under a UPS Health and Welfare plan. There is a clause which says, "There shall not, however, be any duplication of Health and Welfare coverage for part-time employees".

So, if a part-timer is living at home and if his parents claim him as a dependent, he can only collect from UPS insurance the difference between what his family's insurance pays and the amount he otherwise could collect from UPS Health and Welfare plan. In these circumstances, the UPS insurance becomes secondary.

"A Team" Hits Tampa Bay.

For the past month and a half, the Tampa Bay Center had six extra supervisors present, known to the union members as the "A-Team" whose specialty seems to be harassment. The Center is a strong union barn, where members protect union standards. A high proportion also attend union meetings.

"A-Team" activity led to one firing in mid-March. Rank and file Teamsters have pledged to take a collection each week to help the fired union brother until he is returned to work. TDUers report they will call on Local 79 for some backing.

Demand a Written Notice on the Spot for COD Money.

UPS in Portland, Oregon has started making drivers put COD money and their time card into an envelope and drop it into a safe at the end of the night for later counting. Driver stewards are telling all drivers in order to protect themselves from later discipline resulting from COD money discrepancy to demand a written receipt for all money turned in and to receive all their own change at the same time. This practice is protected by contract language, Article 10, Section 2 of the National Master UPS Agreement.

Share Your Stories with other UPSers.

Working for UPS is a challenge every day! Write or call in (313-842-2600) information about your experiences, grievances, shop floor struggles, serious or humorous incidents.

Fight for Democracy is on in Chicago

Ranks Take Stand on 705 Bylaws

By Bob Reilly
Local 705, Chicago

On March 17, 1983, Chicago Local 705 continued to uphold its reputation as one of the nation's most undemocratic union organizations. But more important was the fact that over 200 determined members literally stood up for democratic unionism, and that number is growing.

In a successful effort to deprive the membership of the privilege of selecting their own stewards, Louis F. Peick utilized the type of underhanded chicanery that would have made Al Capone jealous and Jimmy Hoffa turn over in his swamp.

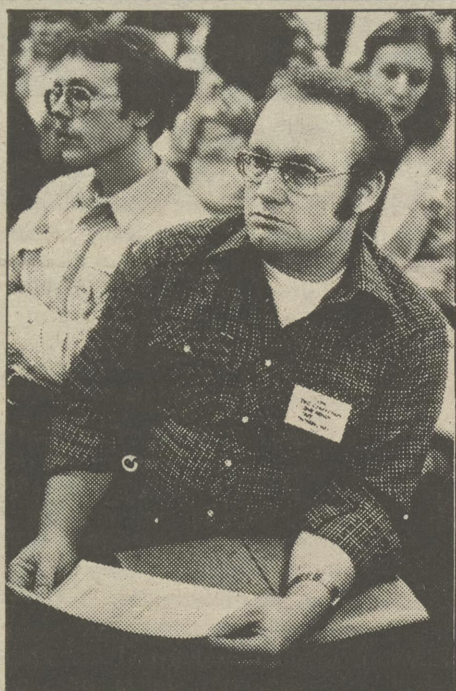
At the regularly scheduled 705 union meeting in January, Mike Belzer, co-chairman of Chicago's TDU chapter, submitted the proposal for elected stewards. This proposal, as written, would have greatly increased communication between drivers, between drivers and the hall, and in general would have added substantially to the influence of drivers and stewards in matters of union importance.

However, since driver communication, involvement and education is not in the best interests of Louis F. Peick and all others involved in the Chicago sellout, this amendment to the bylaws was targeted for defeat. Peick's first underhanded trick came at the February meeting. In a complete contradiction to the existing bylaws, he called for an illegal vote to decide the issue. Since the February meeting had a small turnout, the 705 Secretary-Treasurer had the comfort of knowing that his BAs, his hand-picked favorites, out-numbered everyone else in the hall.

His next move at the March meeting to discourage driver involvement would rival anything the Madhatter tried to pull over on Batman and Robin. His first priority was to pack the hall with his back-slappers.

But the joker in Local 705 wanted more to play with than just a stacked deck. When Louis F. Peick came to the St. Patty's day meeting, he came with an ace up his sleeve. In complete contradiction to all rules governing voice votes, after recording secretary Dan Liguoris read the proposed amendment, he then called for a voice vote of all **opposed** to the amendment.

When this unprecedented tactic was challenged by Chicago TDU Co-chair Mike Belzer, a division of the house was called. Louis F. Peick was now going to be served a very impressive message. If a division of the house had been called a year ago, 15 or 20 TDU activists would have stood alone. But not this year, not this time. Of approximately 500 people in the hall, 2/5 stood on the side of TDU. That was



Bob Reilly

200 people who said democracy was important to them and they weren't ashamed to publicly express that opinion.

The need for elected stewards could not be greater. Local 705 is losing ground to the employer's aggressive approach. Walter Johnston, one of about ten Roadway drivers who came to vote for elected stewards, said, "I've worked at Chicago Heights Roadway for 15 years and we haven't even had a steward in all that time. None at all." And this is at Roadway, a carrier notorious for discipline and breaking down conditions.

Archie Cook, driver for Scot Lad Foods, reported that about nine Scot Lad drivers were at the meeting. "We've demanded the right to get a steward for seven years. Once there was a petition signed by almost all the drivers that I be made steward. But there is no steward at the barn."

If this growth in anti-union sellout tactics being applied by 705 continues to grow proportionately in the next two years, not only will Chicago Teamsters have elected stewards, they will also put Louis F. Peick out to pasture, a truly appropriate place for him to leave his fertilizer.

Joyce Running Scared in 710

Some 1,000 Local 710 members have signed petitions demanding their right to vote in favor of a bylaws change to provide for election of all shop stewards. In January 1983, a bylaws change was properly submitted to Local 710.

Yet at the February 27 Local 710 union meeting in Chicago, Bill Joyce and his cronies once again blatantly violated the rights of the membership, by refusing to allow the change to be read.

Article 33 of the Local 710 bylaws states that a proposed amendment "shall be submitted to the Local Union and read at one regular meeting and voted upon at the next regular meeting," yet Joyce does not respect the bylaws any more than he respects the rank and file. So he announced it would be shuffled off to a fictitious "bylaw committee." To add insult to injury, he also cut off the mike when supporters of elected stewards tried to speak.

So charges were drafted and filed by rank and file members against the Executive Board of Local 710. If this

does not get results, further legal steps will be taken. The charges detail the violations of Joyce and Co. of the members' rights, and call specifically for giving **all** members an equal opportunity to vote.

The proposed amendment has broad support throughout the local. Some 1,000 members have so far signed a petition that they want to vote for it, but live and work too far from Chicago that they must have an alternative way to vote other than going to a union meeting in that city. Local 710 covers thousands of members who live hundreds, some even thousands, of miles from Chicago.

The drive for elected stewards is part of a larger movement for democracy in 710. For the right of members in diverse areas to get representation, and to stop the erosion of contracts.

TDUer Bob McGinnis, who drives for Transcon, said "Joyce has no respect for the members but we are starting to get respect for ourselves. He can shut the mike off, but he can't stop the rank and file now."

Charges Flying in Local 100

Charges and counter charges are flying in Cincinnati Local 100, with elections looming ahead in December.

The main subject of the charges is Local 100 Pres. Gairald "Jerry" Kiser. Other members of the Executive Board have alleged that Kiser used about \$1100 in union funds to have his car painted and the transmission repaired. They also charge that union money was used to buy his wife pots and pans.

A hearing on the charges was scheduled for March 11, but was postponed. In addition to the misuse of funds charges, four elected Business Agents who were laid off are charging that local bylaws were violated because appointed business agents who are backers of Kiser remained on the job.

Kiser says the layoffs were neces-

sary because the local's membership dropped from 13,000 to 5,500 in the last few years. He denies the layoffs were politically motivated, even though the four BAs laid off are opposing him in the upcoming election.

Meanwhile, Kiser has made counter charges that one Local 100 trustee spent almost \$75,000 in union funds on liquor during the past nine years. The trustee claimed that this money was used in organizing campaigns.

According to rank and filers in Cincinnati, it looks as though the handwriting is on the wall for Kiser, and that he is likely to be beaten this fall. Meanwhile, Kiser's secretary-treasurer Odell Hinkle, who has broken with Kiser, beat out Kiser in a race for Secretary-Treasurer of the Joint Council in March.

Pledge Monthly to TDU

Our union is in trouble. Every day, the union's strength is being worn down by concessions, lousy representation, and a leadership that just doesn't seem to give a damn.

Teamsters for a Democratic Union is fighting to change all that, to turn our union around. But it can't do it without **your** help.

It costs money to put TDU organizers in the field. To publish **Convoy-Dispatch** every month. To help rank and file Teamsters who are fighting concessions or are in need of legal advice.

Remember, there's no monthly dues checkoff for TDU. Just the support of hundreds of rank and filers like yourself, who believe that Teamsters don't have to accept things the way they are now.

So why not make a voluntary monthly checkoff for TDU? A monthly pledge of \$20, \$15 or even just \$5 will help make it possible for TDU to continue and expand its activities. Our jobs, our working conditions, our standards of living are at stake. It's an investment you can't afford **not** to make.

Yes, I want to help support TDU. I pledge a monthly donation to TDU to help make our efforts successful.

☐ \$10 ☐ \$15 ☐ \$10
☐ \$5 ☐ other

Name _____

Address _____

City _____ State _____

Local _____ Zip _____

Company _____

Amount Enclosed _____ Date _____

My name may be used on a list of donors:

☐ yes ☐ no

I wish to remain anonymous: ☐ yes ☐ no

The TDU office will send out monthly pledge reminders with pre-paid return envelopes enclosed. Send this card to: TDU, Box 10128, Detroit, MI 48210.

National Panel OKs Running Mile Sellout

Ever since the establishment of area and national carhaul contracts some thirty years ago, truckaway drivers in the Eastern, Central and Southern Areas have been paid on a loaded-mile basis at double the prevailing over-the-road Master Freight rate. Thus, carhaulers' wages were generally higher than freight drivers' wages, especially as backhauling became more common in recent years.

Backhauls increased wages, and they increased company revenues. But from the beginning the companies were trying to grab the backhaul revenue, while cutting the backhaul wages. In the 70's and early 80's the full-rate-half-rate competitive backhaul became the rule. Hundreds of these deals were approved by the joint committees, some of them over the bitter objections of the rank and file and some locals. Companies manipulated traffic, phoney figures were cooked up, and eventually most of the old full-rate backhauls were cut to full-half.

Yet the companies never seem to think they have enough. They know carhaulers in the Western Area have always just been paid the freight rate for the running-mile (plus 1c per mile on loaded returns), just half the rate paid in the Eastern, Central and Southern Areas. And by last year they knew the International Union was



willing to agree to bring the running mile east.

Leading the attack is the Ryder System. Since acquiring Commercial Carriers and F.J. Boutell, Ryder is now half the industry, and well positioned to initiate new competitive runs.

Thus last fall Ryder's Complete Auto Transit in Flint, Michigan, and JATCO in Janesville, Wisconsin, proposed new competitive backhaul agreements with United Transports in Arlington, Texas, under Art. 22, Sec. 2. For freight wages, half-rate running-mile pay.

Flint Local 332 objected strenuously. Local 332 Sec.-Treas. Dick Sebastian called the deal "a breakdown in the existing pay structure." Local 579 Sec.-Treas. Brendan Kaiser said Janesville drivers "felt they should not be expected to take a twenty-five per

What You Can Do

The new half-rate running-mile and the yard entry and transfer wage cuts are the biggest threat ever to carhaulers' standard of living. Unfortunately these sellouts are supported at the highest levels of the International Union. These officials want new dues-paying members and they simply don't care how low carhaulers' pay is cut.

Our current contract doesn't expire until May 31, 1985. The companies and the International don't expect to hear a peep from the rank and file until then. We've got to disappoint them.

The Carhaulers Coordinating Committee (CCC) of TDO is organizing a national rank and file petition against these sellouts. Every carhaul Teamster should sign

a petition and go on record against these shameful deals. Better yet, get a petition and get it filled with signatures. These petitions will then be sent to the General President of the IBT demanding that these sellouts be stopped.

Our companies and our International seem to have forgotten carhaulers' tradition of militance. They've forgotten how a big majority of us regularly vote against bad contracts when we get the chance. They've forgotten the wildcats of 1976 and 1979. It's time to remind them we exist and that the **Rank and File is the Union.**

For copies of the petition call or write the CCC, P.O. Box 10128, Detroit, MI 48210, (313) 842-2600.

No Employer Concern for Jobs

Another bit of data in answer to that often-asked question: "Will Concessions Save Jobs?"

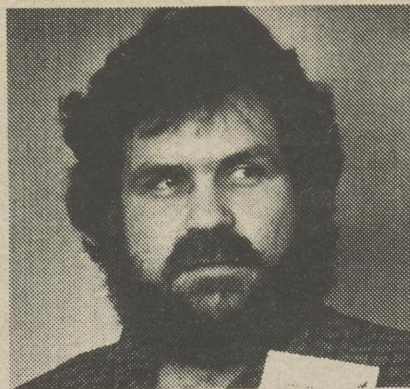
It turns out, according to a survey conducted by **Business Week** magazine, that even when the economy gets better, employers will try to avoid significantly expanding their workforces.

Some 600 business executives were asked how they would seek to increase profits if a modest recovery in the economy took place. A

whopping 90% replied that they would seek to increase output without significant new hiring.

Even more shocking is that at least 38% said they would adopt a policy of deliberately not rehiring laid off workers. So much for the employer's concern for the well-being of their employees.

Concessions may improve profits, but whether that money is used to hire back the unemployed is clearly in doubt.



Gary LaFlame, Local 332, Flint, MI.

"Never has something so bad been shoved down the throats of so many by so few."

—Gary LaFlame
Local 332, Flint, MI

"The difference between the National Auto Transporters Negotiating Committee and Jesse James is that Jesse had a gun."

—Bill Slater
Local 315, San Francisco, CA

cent (25%) wage reduction to secure the traffic." Shamefully, Local 47 representing the Arlington United drivers made no objection to the pay scheme.

International Puts Foot Down

The Flint Local even supported the Complete drivers' refusal to do the cut-rate work, until the International put its foot down. All concerned were ordered by International VP Walter Shea to run the deal on an interim basis until it could be considered by the grievance procedure.

Deadlocked at the Central and Southern Committee, the half-rate running-mile deals were sent to the National Committee.

Over the objections of Flint Local 332 and Janesville Local 579 the National Committee approved both deals on February 8-10. The so-called Union representatives on the special committee were Walter Shea, George Rohrer (Western Conf.), Morand Schmitt (Eastern Conf.), Jack Thomas (Central Conf.), and Charlie Thompson (Southern Conf.). None of them has ever hauled a car.

The official approval was a forgone conclusion. The decision to force the half-rate running-mile into the Central

and Southern was made some time before at the highest levels of the Union.

Only after the new contract was rammed through last spring were their plans put into action. The 1982 contract barely received a majority vote as it was. Raising the half-rate running-mile issue then would have caused massive protests and rejection.

So the half-rate running-mile is being brought in now under Art. 22 with no vote of the rank and file and over the objection of Local Unions involved. It should not surprise the companies or the International that more and more carhaulers are supporting Teamsters for a Democratic Union.

With Flint, Janesville, and Arlington already stuck with half-rate running-mile deals, others are bound to have it forced on them soon. Detroit Local 299 will be the biggest prize with three big Ryder companies—Commercial Carriers, Complete Auto Transit, and M&G Convoy.

The Eastern Area is almost certain to be included. After all, Eastern Conference carhaul head Morand Schmitt sat on the committee approving the half-rate running-mile at the National level.

SIX WAY SPLIT

100% Running-Mile at Ohio Honda Terminal.

Ryder's Commercial Carriers, Inc., has opened a terminal at the new Marysville, Ohio Honda plant. Commercial drivers bidding to go to the Marysville operation were first told the pay system would be the usual 65c per loaded mile except for half-rate back hauls. But then CCI drastically changed the bid conditions: half-rate running-mile for everything!

Six drivers from Commercial's Sharonville, Ohio terminal have transferred to Marysville to staff the new terminal. Steward Lloyd Bennett says the drivers are 100% against the half-rate running-mile pay and are attempting to get their new Union Local 654 to support their grievance. The Marysville situation shows the companies not only want to pay the competitiveness on a half-rate running-mile basis, they also want all new business of **any kind** to go half-rate running-mile.

Ryder Carhaul Announces Record Profits.

According to the **Wall Street Journal** and **Transport Topics**, Ryder System, Inc., owners of Commercial Carriers, Inc., Complete Auto Transit, M&G Convoy, Janesville Auto Transport Co., and F.J. Boutell Driveway, are reporting record profits for 1982. Ryder's automobile transport companies reported revenues of \$346,883,000, pretax profits of \$17,064,000, for an average 95.1 operating ratio, all up substantially from the previous year. Do these companies really need concessions from Teamster carhaulers?

Wage Cuts in the Yard.

Beginning March 1, 1983, new hires in Teamster carhaul yard crews in the Eastern, Central and Southern Areas will start at \$9.00 per hour, a \$4.00 per hour cut. Transfers into these yards from other classifications will start at \$10.50. The new hires will get 25c per hour increase every six months until they reach the transfer rate three years from now. But both new hires and transfers are to **always** stay \$2.50 under the regular yard wage rate. Approximately the same wage cuts have been imposed in the Western Area (including the Bay) under a slightly different formula. For "new business" outside currently established union yards the wage rate can be set as low as \$6.50 per hour.

Strikes Win Some Gains

Eastern Tank Contract Broken

With Matlack and Refiners (Lease-way) leading the way, the Eastern tank carriers succeeded in destroying the Eastern Tankhaul Master Agreement, and tankhaulers were forced into local-by-local, company-by-company bargaining.

The Eastern Conference was totally ineffective in stopping the companies and thousands of Teamsters are paying the price in concession contracts and decreased bargaining power. Locals which took strike action did win better contracts, but did not have the strength to take on the big carriers.

Many members are angry with the situation and are joining TDU to make sure there is never a repeat performance of this sorry charade.

As **Convoy-Dispatch** went to press, it appeared that local tankhaul agreements had been signed throughout the Eastern conference. The variation in pay scales was significant, with some tankhaulers in Baltimore Local 311 receiving as little as \$10.64 an hour, while some work in **Chester, Pa. Local 312** was paying as much as \$12.68. With only one exception known to **Convoy-Dispatch** (Coke syrup-hauler Midwestern in Baltimore), no tankhaulers in the Conference had received any of the 72c cost-of-living raise that was due back in November.

Some Improvements Won

Those locals that fought the breakup and downgrading of the contract by striking did win significant improvements over the initial packages offered by the companies, even though the companies eventually resorted to economic blackmail to force settlements.

For example, Matlack drivers in **Wheeling, W. Va. Local 697** settled on March 14 for \$11.50 with raises to \$11.75 on March 15, 1984 and to \$12.00 on November 19, 1984. The company also added 1c raises on the mileage pay in the two subsequent

years. The original offer would have frozen wages at \$11.50 and 27.5c a mile.

The West Virginia drivers held firm for three weeks despite injunctions against their picketing and the International's refusal to sanction extended pickets. On March 10, they again voted down the company's offer. But the next day, Matlack started moving all the equipment out of the Wheeling terminal, and the blackmail tactic succeeded. A few days later the contract was ratified.

Contrast that with what happened to Matlack drivers in **Norristown Local 384**. There the men voted 16-11 in late February against the proposed cut to \$11.50, but the Local ruled that the offer was a "final offer" requiring 2/3 to reject. They were two votes short of the 2/3 needed and forced to accept the contract. However, they may benefit from the Wheeling strike as their officers promised that any improvements won by other Matlack drivers would be incorporated in the Local 384 agreement.

Contract on the Decline

The problem with the Eastern tankhaul agreement started a few years ago, with many locals agreeing to substandard riders, COLA giveaways, and other concessions that pitted Teamsters from different companies and locals against one another.

Then the companies petitioned to bargain separately, and the Eastern Conference did not take effective action to coordinate bargaining. In the freight contract, when companies pulled out of the employers group they were still forced to negotiate with the union as a whole, which designated one unified committee. In the Eastern tankhaul agreement, it was "every local on its own," a shameful situation which never should have been allowed to happen.

Ohio Tanker Drivers Demand Health & Welfare Switch

Local 20 tankhaul drivers met on March 12 to launch a petition drive demanding a switch from the Ohio Highway Drivers Welfare Fund to the Central States Health and Welfare Fund.

Tanker drivers from Coastal, Refiners, and Matlack got together after the N.W. Ohio TDU Chapter meeting with their attorney, Bob Handelman, to discuss the current situation with the Ohio Tank Haul Rider.

In local after local tankhaulers upset with the cuts in benefits have asked their officials why, with their contract open, they could not switch their coverage over to the Central States Fund, where Teamsters working for the same companies are receiving much higher coverage for the same contributions.

These questions have been dodged or given the run-around, for the most part. Now petitions are being circulated among tank drivers around the state to show unity to the negotiators. This

same unity turned down the contract rider recently by a 3-1 margin.

Tanker drivers also saw their grievances set aside on hundreds of dollars owed each driver from last November's unpaid COL and for the stolen Christmas Eve holiday, pending negotiations on the rider. Meanwhile the Local 20 BA said there may not even be any negotiations.

The lawsuit filed last year over the concessions and the union conduct in them is still pending and Toledo area tank drivers agreed to raise funds for the suit and also to keep TDU growing.

Also, other members at the Toledo TDU meeting decided to work to get Local 20 to take action to aid all affected members in transferring out of the mismanaged Ohio Fund. UPS steward Jerry Simon introduced a motion at the Local 20 Stewards Council in March to set that policy for the local union, and the Executive Board is now supposed to report on the matter.

Once the union was forced to bargain company by company, local by local, it became very tough to stave off deep concessions. And when the union refused to sanction extended picketing for those locals that did strike, the union's power was seriously undermined.

Finally, where workers did fight, the companies resorted to probably illegal economic blackmail. The story of Matlack in Local 697 is one example. A similar situation occurred in **Western Pa. Local 273 Refiners**. There the strike held solid for two weeks, against an offer for a cut from \$12.68 to \$11.00 an hour, a cut in one holiday, elimination of three personal days, and mileage pay outside a 125-mile radius.

When the members voted 75-51 to reject an improved offer of \$11.25, an increase in the mileage radius from 125 miles to 175 miles and the restoration of one personal day, Refiners made its move. They sent a letter to Local 273 saying they would close their four terminals in the area if a quick settlement wasn't reached. Less than a week later, the men voted 110-31 to accept the contract.

Chemical Drivers Sue on Seniority Violations

Chemical Leaman drivers in Allentown, Pa. Local 773 have filed suit in Federal Court against both the company and Local 773 for violating a 1977 seniority and dovetailing agreement, and causing the unfair layoff of many Chemical drivers.

The agreement was made in May, 1977, about 18 months after Chemical shut down its Nazareth, Pa. cement-hauling terminal, which was located across the street from Chemical's liquid terminal. From the closing until the new agreement, two separate seniority lists were maintained, with overflow cement work going to drivers on the liquid list.

Under the new agreement, cement drivers were given the opportunity to go onto the liquid list. The company guaranteed that "in the future, no additional men will be added to the cement list." This ensured that former cement drivers who went on the liquid list would have a good chance at getting any overflow cement work that existed.

The company further stated that cement work would be curtailed and possibly even phased out.

When, contrary to expectations, cement-hauling picked up in the Spring of 1982, Chemical added workers to the bottom of the liquid list to handle the new work. This was in keeping with the agreement, and protected the work of the former cement-haulers who were now on the liquid list.

Stockertown Shutdown

But a few months later, in July 1982, Chemical closed down its Stockertown terminal. The Nazareth employees were given the right to vote on whether or not these drivers should be

Drivers at Chemical Leaman Local 312 held out the longest. Their initial offer was for maintaining \$12.68 on liquid oxygen work, but a cut to \$9.00 an hour on all new work under Section 1.6 of the contract. Sugar would be paid at \$11.39 an hour, plus all sick days would be eliminated.

The Chemical workers voted 19-6 to strike. After four weeks on strike and two rejected proposals, the Chemical workers settled on March 19 for \$11.39 on all new work except petroleum, with raises to \$11.75 in November 1984 and \$12.00 in November 1985. Petroleum will be paid at \$9.00 with small raises in the second and third years. By holding out one final day at the end of the strike, they managed to prevent the elimination of end-of-the-week guarantees.

Vernon Naimaster, a TDU member in Local 311 and a driver for O'Boyle, summed up the whole fiasco this way: "I can't say this was negotiations. This to me was shameful. I keep asking myself, 'What the hell happened to the union I knew 20 years ago?' We didn't get a thing for three years. This is it. This is it for three years."

dovetailed onto the liquid list, and they rejected that.

Then, in blatant violation of the May 1977 seniority agreement, the Stockertown drivers were dovetailed onto the cement list. This meant an end to the overflow cement work which many of the liquid drivers depended on.

According to the lawsuit, some of the liquid list men who are on layoff have greater seniority with Chemical Leaman than the Stockertown men on the cement list, none of whom are on layoff.

Approximately 20 drivers have contributed to the case, which is being handled by attorney Alice Ballard from Philadelphia.

Save the Date!
Oct. 15-16
TDU's Rank & File Convention
at the
Airport Hilton
Detroit, Michigan